



MEETING MINUTES

Chief's Advisory Committee (Virtual) Monday, December 21, 2020

Welcome to Committee by Chief Páez

Chief Páez welcomed the committee to the fourth meeting. Thanked all for their flexibility and adaptability with getting together to meet. Also thanked Chair and Vice Chair for coordination, communication, and preparation of the agenda. Thanks to Rebecca Myers and Rebecca Metcalf for the work they did as well.

Committee members present: Chief Justin Páez, Lt. Nick Tabernik, Lt. Greg Lattanzi, Director Jay Somerville, PIO Rebecca Myers, Officer Amber McCloskey, Officer Devin Howard, W. Dwayne Maynard, Ajmeri Hoque, Cortney Ingram, Cameron Justice, Susan Ortega, Imran Malik, Yangling Yin, Isao Shoji; Guests: Sgt. Renae Rice, Cpl. William Morris, Officer Paul Burks, Officer Kathy Evans and Officer Brian Nimmo
Minutes by: Rebecca Metcalf

Committee Business

Chair W. Dwayne Maynard and Vice Chair Ajmeri Hoque

Dwayne Maynard thanked and welcomed all. He also thanked Ajmeri for her communication with him in preparation for the meeting. The committee's charge is to help the police department build bridges and relationships with our very diverse community. He thanked Rebecca Myers and Becky Metcalf for their assistance preparing for the meeting and reviewing minutes. The notes read pretty well. He does not think anyone will have any problems understanding them during review. He asked Ajmeri if she had anything to add; she did not but thanked all for their time.

- **Attendance**

Chief called roll for the meeting:
Judge Dwayne Maynard - present
Ms. Ajmeri Hoque – present
Sri Gaddam – not present
Cameron Justice – present
Yangling Yin – present
Susan Ortega – present
Imran Malik – present
Cortney Ingram – present
Isao Shoji – present
Stella Villalba – not present

- **Review/Amend/Adopt Last Meeting's Minutes**

Dwayne Maynard asked if everyone had an opportunity to review the amended minutes; all affirmed. Motioned for adoption of minutes as amended; Imran made motion; Ajmeri seconded the motion. Asked if the committee need to have any additional discussion; no members requested additional discussion; Dwayne Maynard asked that all in favor of adopting the meeting minutes as amended to signify by raising their hand; all committee members raised their hands and there were no objections. The minutes from the Chief's Advisory Committee meeting held on November 10, 2020 were adopted.

- **Old Business**

Dwayne Maynard asked if there was any old business from the last meeting; asked Rebecca Myers if there are items the committee should review that were not addressed from last meeting; Rebecca advised she was not aware of anything but she does have public comments for later. Dwayne Maynard asked the committee if there was any old business to address and there were no comments from the group.

New Business

Dwayne Maynard asked Isao Shoji if there was any information he wanted to share from the City Task Force; Isao Shoji advised they have had two meetings; they developed three subcommittees to divide up some of the topics the task force wanted to discuss: 1) schools and education (there may be some overlap between committees on this topic with what is discussed today); 2) communication; 3) economics and infrastructure intended to cover housing, mobility, and work force. He advised when we talk about diversity, equity and inclusion we tend to think about racial factors first, but they recognize there are other elements we need to consider and that is something the task force is interested in addressing. They are trying to navigate through the public meeting laws that they are all subject too; the concept of subcommittees took some time to come to fruition because any and all of those meetings also have to be covered and broadcast just like the main task force meeting; the committee is still trying to get used to this and navigate. They have had continued discussion on navigating certain barriers in the City of Dublin; the idea is, unless we know what the issues are and they know what the barriers are that people are experiencing they may not be able to analyze, discuss or come up with solutions to improve upon them. They have discussed trying to come up with some type of survey but they don't want to overcomplicate the matters by having a scientific survey. They are trying to strike the right balance of utilizing the network of task force members and cover as many of the city constituents as possible. With that he concluded his update on the City Manager's Task Force.

Dwayne Maynard thanked Isao Shoji for the update. He asked if any of the community partners had any questions for Isao to pass along to the Task Force; the committee had no questions to pass along. He asked about the overlap with respect to what the task force is doing and the chief's advisory committee are doing, if he sees that as a situation where they should have some dialogue back and forth more than just your offering of updates and reports on both? Isao advised at the moment no, depending on the conversation tonight that may become a prudent action to take but at the moment they are very aware of what this committee is trying to focus on. Isao just made mention because they are talking about the SROs and Community Liaisons tonight; there is nothing right now to be worried about. Yanling Yin tried to reach out to her community regarding the SROs but she has not gotten much response; if the task force does a

survey she would hope they share that information. Isao advised he would share if that is the direction they choose to take.

Dwayne Maynard turned the meeting back over to Chief and members of the department. He thanked the Chief on behalf of the entire committee for the staff and resources made available tonight. He wants each of the officers to recognize that they appreciate your time and willingness to be a part of this discussion with the group. The committee is trying to help the department be better in areas of diversity, equity, and inclusion. Dwayne Maynard turned the meeting over to Chief.

Chief's Update to Committee

Chief of Police Justin Páez

Chief Páez thanked the group; stated he is very eager for the officers to share what they do in the schools and the community. Thanked Judge Maynard and Ms. Hoque for providing some space as he wanted to return some responses on some of the items discussed in previous meetings to show progress:

- Partnership between Dublin City Schools and Dublin Police
We are very fortunate to have two members from Dublin City Schools as part of the committee and part of the regular discussions; the committee has expressed its desire to have members of school administration be a part of the discussion as well, in particular Dr. Hoadley; having had some discussion with the Chair and Vice Chair, we felt it was prudent to focus the discussion on our School Resource Officer program with the members of our organization who are involved in that program who can lend a good understanding of what they do, why they do it and who they are in those positions. Then if we feel it is prudent to follow-up with the members of the schools administration to bring them back to a future meeting we will do so then. He did have a conversation with Dr. Hoadley to judge his level of time and he is certainly interested in attending a meeting in the future. Dr. Hoadley is eager to share his perspective, or somebody from the administration come and share their perspective. Dr. Hoadley asked that he pass along that he and the school board are very supportive of the partnership we have and are very anxious and eager to hear what discussions we bring back from the meeting tonight about the SRO program. Chief Páez asked if there were any questions or commentary from the group, he paused for a moment, and there were no questions or commentary from the committee.
- Trauma-informed Care Training
This is a discussion we have had in several meetings; credited Susan and Cameron for bringing that conversation to the table; we looked back at what we have had for training on trauma-informed care and we have had some initial foundation laid with Syntero; we did have a module during our in-service training on trauma-informed care. Chief Páez is grateful to the members of the committee bringing this back to the table so we can continue to build upon that foundation to see how that training evolves. Based on a suggestion made by Cameron, Chief Páez reached out to Dr. Bobbi Beal and left a message indicating our interest in discussing opportunities for continuing training as it relates to trauma-informed care in our organization. She was able to reach out to someone else who was a mutual contact for their organization for us; Lt. Steve Click is retired from the Ohio State Highway Patrol; since retiring he has gone on to work with OMAS, the Ohio Mental Health & Addiction Services. He is the first responder liaison to the Ohio Mental

Health & Addiction Services for just over a year. He has done some training with us over the past few months and some training with our supervisors as well; we are working on developing or understanding what continuing training would look like for our organization for trauma-informed care training. There was a meeting (virtually) this afternoon with Steve Click and his director, Kim Kehl, who is with OMAS as well as the coordinator for the trauma-informed care project for the State of Ohio; he has a good background for developing training and is very eager and anxious to determine how we build training unique for our department and our needs, and unique for our community. The training would involve three components: trauma-informed care, coordinating that with de-escalation training, and also a consideration for officer wellness and understanding trauma and its impact on our ability to understand how sometimes those interactions occur as we are dispatched or find occasions to interact with members of the public who are in crisis or who are struggling or in need of support from our police department, what that looks like. As we have discussions and continue to build upon the foundation of training we have had this year so far with our members and supervisors how trauma impacts our journey in law enforcement as well as members of our organization and as servants of the public. Chief Páez is excited to have the discussion on how we build that training that is unique for our members and community and our needs. He appreciates the committee bringing that topic to the table and giving us the opportunity to pursue and further development and evolution in our training to prepare us to deliver on that mission of protection, service, and public safety in partnership with the community and figure out how we do that better in the future as well. Chief Páez asked if there was any input or questions from the committee. Dwayne Maynard asked for Susan or Cameron's response to what the Chief shared. Cameron thanked the Chief for taking that opportunity to make that connection and more importantly what gets missed is the impact the trauma may have on you as officers; taking that next step and analyzing what impact that might have on you all as service members is extremely important and often gets missed, that is a good first step. Susan echoed what Cameron said, agrees it's a very comprehensive approach, thinks this is just an example the importance of the committee, one connection lead to another and got you to a place that is fantastic; you are in good hands and on a good path. Chief thanked both Susan and Cameron for recognizing the importance and value of taking care of our members and paying attention to that weight and gravity over the course of a career for somebody in public service. He is very excited to move forward and bring back our progress to the committee.

- Policy Updates

Chief advised we are always looking for the opportunity to analyze our policy and see how it is working and what it looks like when actually enacted for our members out serving the public; there have been some recent revisions to very important policy; one is our policy on response to resistance (use of force) had some amendments and changes in our policy this year right before our annual in-service training in September; he would like the opportunity at some point to review and discuss that policy with the group to get a better awareness on what our response to resistance policy looks like. Potentially we would maybe provide the opportunity for some in person observation of what our scenario based training looks like. Second policy he would like to update the committee on is our officer involved critical incident policy (formerly our officer involved shooting or deadly force policy). We have been working on an amendment to that policy for the past several months; Lt. Tabernik has lead that discussion internally for the development of that policy.

We hope to have a good policy and good understanding but hope we never have to use that policy. As we make amendments to this policy internally, it is important for members of the agency to have a comfort level of what will happen in the aftermath of a critical incident, we also want members of the public completely aware and to understand what we would do in the aftermath of a critical incident. We are always looking toward how we can tweak, improve or update a policy and look forward to presenting these policies and get feedback from the group at a future meeting.

- Reporting to City Council on CAC Progress

Chief Páez referred to the portion of the resolution which speaks to the obligation of the committee to report semi-annual updates of progress, findings, recommendations and associated action of the advisory committee. We have not yet decided when that will occur; he intends to have further discussion with the city manager to coordinate presentations of the task force and advisory committee to provide updates to city council. Ms. Myers prepared an overview of the first three meetings for council; what that memo or report looks like in the future is up to the committee.

Chief paused to review any feedback or observations for the good of the committee. Dwayne Maynard thanked the Chief for the updates and asked if anyone had any questions. Yanling Yin did not have questions but did have a comment; she welcomed the comment that change is ongoing and policies and practices will change as we go; thanked the Chief for keeping them in the loop. Chief thanked the group for their openness for helping the department navigate its growth and development as an organization. Dwayne Maynard thanked the lieutenants as well for working on policy updates; from the committees vantage point they want to ensure the policies reflect the intentionality of addressing issues of diversity, equity and inclusion at all times; to the extent the committee can be a reminder and resource, committee members should continue to do that, on behalf of the department and their communities. Chief Páez welcomes any future feedback as well as we continue in to discuss policies.

Chief Páez turned the meeting over to Lt. Tabernik. Lt. Tabernik thanked each member of the CEU that is a part of this meeting; he has had multiple SROs come to him eager to be a part of this meeting. They are eager and excited to educate the committee as to what they do. He thanked Sgt. Rice and Cpl. Morris for their leadership, and all SROs for their commitment to continued and productive engagement with our community which happens on a daily basis. They work in our schools every day and they have touchpoints with students, school administration and staff every single day. They are looking to bridge that gap between patrol officers that are not in that unit, and our students. Introduce Sgt. Rice to give a broad overview of the program in general.

School Resource Officer (SRO) Program

Guests: Sgt. Renae Rice, Cpl. William Morris, Officer Paul Burks, Officer Kathy Evans and Officer Brian Nimmo

Sgt. Rice thanked the lieutenant, chief and the committee. She introduced each of the officers: Officer Nimmo has been one of our oldest school resource officers. He has been around a while and provides a great historical perspective of where we were at before SROs and how far we have come. Officer Evans who gets into our elementary schools often, she is assigned to one of

the middle schools but she does a lot of work in our elementary schools, she will be able to provide a good overview of both our elementary and middle school education components of the school resource officer program; Officer Paul Burks who is the Jerome High School SRO; he has been involved in countless mental health scenarios, situations and even involved in IEPs involving some students; he is a good resource regarding that mental health component. Cpl. Morris, her right hand man with the schools, he has also spent time as an SRO in the schools as well filling in for officers. Sgt. Rice provided some history on the school resource officer program which started back in the early 1990's. Dwayne Maynard asked that she introduce herself to the group as well. Sgt. Rice is in charge of the Community Education Unit. The unit does outreach and engagement, as well as overseeing the school resource officer program. Sgt. Rice has run the Citizen Police Academy, works with Rebecca Myers frequently to push out messages on social media. Sgt. Rice if there were any questions so far? Dwayne Maynard commented it is always nice to ask how long each officer has been with the department and if they have worked anywhere else as a law enforcement officer; Sgt. Rice advised she will allow each officer to speak to that, they have all been in patrol and had different functions.

Sgt. Renea Rice has been in patrol almost all of her career. She has been a supervisor assigned to patrol on all three shifts before coming into the community education unit approximately two years ago. She is a bike officer, she has been a field training officer and she ran the Citizen Police Academy event before coming to the CEU.

Cpl. Bill Morris introduced himself. He has been an officer for about 30 years, with Dublin the last 20. Prior to that he was with the City of Bexley where he was a detective. He came to Dublin, where he started in patrol and has been in the CEU for last year and half.

Officer Brian Nimmo introduced himself. He has been with Dublin since 1995. He was one of the original SROs when the program started going into the 1998-99 school year. He served about five years as an SRO then went back to patrol for five years on first shift and was a field training officer for those five years as well. He had the opportunity to go back into the schools and is back at Scioto High School where he has been since about 2008.

Officer Kathy Evans introduced herself. She is the SRO primarily at Karrer Middle School primarily. She was hired in the department in 1995 as a dispatcher where she worked for 6 years; two years before that she dispatched for Union County Sheriff's Office. After six years she took test and became an officer here in Dublin and worked patrol for a few years then became a school resource officer in the 2004-2005 school year starting at Sells Middle School and included a few of the elementary schools (Indian Run, Thomas Elementary, Bailey Elementary, and Wright Elementary. She then transitioned to Karrer Middle School about six years ago including Scottish Corners Elementary, Wyandotte Elementary, stayed with Bailey and most recently over at Hopewell Elementary. She has been in quite a few of the elementary schools. They work as a team so if one team member is out they cover all the schools, so although they may be assigned to particular schools they cover all of them.

Officer Paul Burks introduced himself. He has been an officer for 28 years, three in New York City in the Bronx and Queens with NYPD. He then moved to Arlington, Texas and was a police officer there for five years. He joined Dublin in 2000 as a police officer and became a School Resource Officer in 2016 where he was at Grizzell Middle School along with Eli Pinney, Deer Run,

and Glacier Ridge Elementary. He recently transitioned to Jerome High School last year due to the retirement of Officer Collier.

Sgt. Rice also mentioned that Officer Nimmo does a lot of our active threat training for our businesses, Officer Evans is in charge of our drug take back and Officer Burks does a lot of our "Hidden in Plain Site" opioid awareness classes.

Sgt. Rice reviewed the history of the SRO program. Prior to school resource officers being created, being in the schools was either an overtime or special duty job. The schools along with city council conducted a survey to determine if they should transition to a school resource officer program. There were several reasons for the consideration; we did see an increase in juvenile crime leading up to the start of the program. In 1995 there were about 236 juvenile arrest, we are nowhere near that now. Feedback from the schools indicated that the staff and students felt safer having an officer present in the schools; that is when the school resource officer contract between the City of Dublin Police Department and Dublin City Schools was created. Their role in the schools are not as truant officers, they are not disciplinary officers. They handle the law enforcement issues that are brought to their attention by administration. They get into the classroom and teach classes. The majority of the work is just one on one counseling or conversations and the impact you have on a student every day that you speak to them. Sgt. Rice invited each school resource to give a brief account of their typical day.

Officer Burks advised his typical day consists of many hats. When he first gets there in the morning he plays more of a safety oriented role. He ensures everyone gets into the building safely, he then transitions to his greeting everyone role, making sure everyone is feeling good. He does this for many reasons, never knowing what everyone is experiencing even before getting to school, giving them that friendly vibe before they come into the school, others may have other ill intentions and having that positive intersection may change their outlook on how their day is going so far. He then makes sure the building is secure once all are inside, checking doors and hallways, passes by classrooms making sure all is going according to schedule and this gives the kids a sense of security. He then meets with administrators, checks emails to see if there was anything coming in from parents, students or teachers. He has lunch duty, he is there to provide a safe environment for students to eat lunch; after lunch duties he again checks doors and hallways and from time to time he teaches a class. After school he may work events or any other things that are scheduled at the school.

Sgt. Rice commented to question that was raised in one of the other advisory committee meetings asking if we keep track of positive interactions we have with kids. That is hard to do because the SROs are so ingrained and available to the students, the students know that they are there for a resource, they handle many types of questions. Officer Burks also commented that the students don't only talk about police related things but everyday life. He thinks of them as his kids; he wants to ensure they are successful and treated well. If they are in need of help he is there to bridge that gap and help in any way he can.

Officer Nimmo advised that his day is very much like Paul's (Officer Burk's). His number one priority is to be visible and available to the students. If not a classrooms, they need to be in the hallways, in the lunch rooms, greeting them and visible every day. Those interactions are constant. Officer Nimmo also feels that these kids are his kids; both of his kids have gone through

Dublin City Schools. When he says it means a lot to him to work with these kids in the schools, it is true. He lives in the district, these kids live around him, the parents live around him, it really does matter to us and the ownership is there.

Sgt. Rice also mentioned that many SROs, actually all of the SROs are parents; whether it's an IEP, special needs, sports or something else related to child development, we do understand that from the parent perspective as well as from a law enforcement perspective.

Imran Malik asked Judge Maynard and Chief Páez if they are allowed to ask questions right now or if they needed to wait until the presentation is over?

Chief Páez advised that this is a venue where we are asked to share from our perspective, he is very thankful for the participation of the Community Education Unit officers who are available, they have a multitude of anecdotal stories they can tell you about their experience but it's probably better when those are connected to the questions you have. He suggested if they had questions at any point that is why they are here to have a conversation not just have a presentation.

Imran Malik had a couple of questions to ask the SROs and thanked them for sharing information and personal experiences with students. Does having a stationary assignment to a campus help build the relationship with the students and get to know their personalities? Does that help in your experiences with new future students coming into the same campus, of the same families, learning from those other students any issues they had in the family? Do you have a platform where experiences are shared with SROs on the various campuses?

Sgt. Rice commented yes and provided more information on the process of becoming an SRO. Every SRO has to be a police officer; they have to be selected thru a selection process; once selected they have to go through training provided by the Ohio School Resource Officer Association which covers an overview of school resource officers, planning for a school resource officer; the role and what you can encounter, relationships with administration, safety planning, being an instructor and counseling issues, as well as Ohio School laws. There are things that are law enforcement related and there are things related to student records. If something happens with a student in the middle school, the middle schools SRO can share what works with the child regarding communication and interaction with the high school SRO so that information is shared amongst SROs; they are all responsible for all students. As the SROs work in those rotations, they do get to know the students, staff and administration; they understand if there have been past issues and this further develops those relationship and opens the doors of communication.

Lt. Tabernik commended the community education unit for being a very close knit group. They meet regularly, they regularly talk and meet with school administration on a monthly basis; they meet as an entire group to discuss situations and ensure they are not missing something and convey lessons learned.

Imran Malik asked at what point, when the school transfers a case or complaint to the SRO and the SRO has a conversation with a student, at what point does that conversation become a point of no return, the conversation is not going in the right direction, additional resources have to be engaged; what is the trip wire?

Sgt. Rice commented that the administration will notify if it is a criminal violation, for instance an assault, or drug offense or alcohol offense; if just a discipline issue the school handles that. They may have communication with the SRO but the SRO does not issue discipline. If it is a discipline issue that school will handle it, they will notify the SRO if there is a crime.

Imran Malik commented that makes sense.

Officer Nimmo provided an example; if someone comes in and says they are being bullied, that is not a crime; if it borders on more of a menacing or threats to physical safety or physical violence we would get more involved, but if someone is getting bullied they would want to know about it, they can keep an eye on things and monitor if tensions are building between students. The awareness is important but the vast majority of times the things they deal with are not violations of law and are not things on which they would take any kind of enforcement action.

Sgt. Rice advised that if a student is in crisis or having a mental health crisis the SRO may be brought in, especially if they have a relationship with the student; Officer Burks can give an example where he has been brought in because of his relationship with the student there are situations where we will respond based on what is in the best interest of that student.

Cortney Ingram asked if there was an evaluation system for SROs. She ask Sgt. Rice, since she oversees them, if she goes and observes them? She asked, how do you know if maybe one officer is not as effective as another in a building, if maybe they need to go somewhere else?

Sgt. Rice commented that is great question. As part of policy and procedure they are evaluated annually but mid-year evaluations are also conducted to provide corrective guidance; as part of that, Cpl. Morris meets with administrators and also has the ability to observe their classes to see how they actually present and teach. They also reach out to the school administrators and Chuck Collier, in safety and security, and let them know if they have any issues at any time to please reach out. That is part of the bi-monthly meetings they have with the schools, some of that is addressing those issues if there are any and opening up communication. If an administrator is aware of a situation with their SRO they can report through their chain of command but also reach out to either Cpl. Morris or herself so they can address the issue.

Cortney Ingram asked when SROs first came to be, you put the feelers out and parents felt better about having an officer in the building and the students did, how often do you put those feelers out again and test the waters on the efficacy or the feeling of the community members, students or staff when it comes to the SROs. Do you do that frequently?

Sgt. Rice advised that every year when the contract is renewed, that is part of the evaluation process.

Lt. Tabernik emphasized that this is truly a partnership between the police department and Dublin City Schools. Sgt. Rice and the SROs keep a very open line of communication; they are active in making sure we are doing our part in this partnership and we truly appreciate the partnership we have with the schools. That definitely needs to be stated, we both have the same goal in mind.

We are trying to look out for the best interest of the kids at the end of the day. Police and the schools.

Cameron Justice asked for clarity, there are no evaluations that are coming from students? There is no evaluation from the student perspective?

Sgt. Rice advised she does not send something out to students, she advised that the schools as part of their evaluation may do that, they have that right but that is not something that she does personally,

Cameron Justice thanked Sgt. Rice.

Dwayne Maynard commented that we don't know if there is input provided from the parents' vantage point either?

Lt. Tabernik stated there isn't that we know of but that is definitely something we can look into and have that conversation with the schools to see if that is something that would be beneficial for the partnership, between the students and the parents and getting their input on the school resource officer program.

Sgt. Rice commented that generally in normal non COVID years, as part of orientation the SROs have the opportunity to interact with parents there as well; there is also a comment section on our website to provide feedback on our officers and that does include our school resource officers. Parents and students can fill that out. There are some mechanisms in place for that feedback.

Ajmeri Hoque provided input on feedback from parents and students and caution against general surveys as they tend to favor the majority, the majority being, in Dublin, a white population and we are here for diversity, equity and inclusion so any type of survey questions or anything that goes out should include the equitableness of what we are trying to achieve. She would caution against using surveys as a general rule. She asked regarding the history of SROs in Dublin, they came about in 95 or 98, is that correct?

Sgt. Nimmo commented that in the summer of 1996, there was a Dublin Student that was murdered on the east side of Sawmill Road; there was an underage drinking party near there and the student was stabbed in the neck. A student from Scioto at the time was arrested for that crime and there was a lot of bad blood between two groups of people. The schools wanted to have security at Scioto high school during the school day and did not want to leave Coffman out. Jerome didn't exist at the time. The first two years would have been the 96-97 and the 97-98 school years; there was an officer there and it was worked as an overtime position. It was a rotating officer, not the same officer every day. Going into the 98-99 school year the decision was made between the school district and police department to assign a full time officer to each one of the high schools. It started with just the high schools and not the middle schools. It was kind of an extension of the DARE program that we were doing at the time so we were still in the schools in an educational aspect. The first couple of years were more of a security aspect because of the tensions that were there and also in April 1999 when Columbine occurred we took on more of the security aspect.

Ajmeri Hoque asked at what point did the SRO program expand into the middle schools and elementary?

Officer Nimmo advised that he did not remember the exact date, we reworked the DARE program, we had a presence in the elementary. The DARE program used to be a fifth grade program, we had another program in the middle schools and one in the high schools. When we reworked away from DARE itself is when we expanded into the middle schools and the middle schools became a natural liaison to the elementary schools.

Sgt. Rice commented for clarity that nobody is permanently assigned in the elementary schools.

Ajmeri Hoque asked what you are trying to achieve in the lower grades, the elementary and middle schools, she would like to know what the goals are for elementary students.

Sgt. Rice asked Officer Evans to expand on the questions since she spends a lot of time in the elementary schools.

Officer Evans advised that in the time spent in the elementary schools she is building relationships with those kids; it is important for them to see police officers and have positive interactions; we don't want, and what frequently happens is when we are standing in the office and a parent brings their child in, they may say to the child "see I told you, you better do what I tell you or this officer is going to take you away", that is a horrible thing to say to a child because now they are afraid we are going to take them away from their families. Getting into the elementary level and starting to build that relationship and that trust with kids at that age we hope to build further in as they transition from the elementary level into the middle school. The elementary schools we are responsible for are the feeder schools to our middle schools. While in the elementary schools she does book readings, Q&As, third grade curriculum, aa community laws section so they participate in that discussion; the goal is to start that relationship and trust early. With COVID, the middle schools were put into remote and the elementary was in session or part remote; she was able to camp out at one of the elementary schools each day. Typically their day is more of a visitation, they walk through the hallway, they would be very visible and check in with the administration to see if there was anything they could help with, they would then move on to the other elementary schools. Currently the elementary day is split, they have an AM and PM schedule; as kids would come in she would greet them; after all kids are in and doors secured she would stop in to every class and talk with the kids and check in with the teacher. Next day she would go to different school and provide the same service to get them more comfortable with seeing a uniformed officer, for her a female uniformed officer and make that connection. Just in the last few weeks she was asked into 19 classes to either read a book or for the kids to ask any questions about law enforcement or her personally.

Ajmeri Hoque thanked her for bringing up COVID, one question she wanted to ask the officers even though there are different shifts and different schools are closed, what you do when different schools are closed so that answered that question. Do you have plan on how make yourself available and visible if all the schools are closed, how does that work into your goals as a unit?

Sgt. Rice advised that would be ultimately at the discretion of the chief and lieutenant based on what our staffing looks like, how COVID is affecting the department and where the community

education unit is needed. Since there has been an increase in thefts the high school SROs made contact with all the car dealerships, it depends on what is going on in the city as to where they are needed. In the spring when COVID first happened, all SROs transitioned back into patrol on all three shift. They spread out to facilitate and help wherever needed in the department, it depends on the circumstance.

Cortney Ingram advised that from her perspective as a teacher in Dublin and has been teaching solely in remote academy for Dublin, they have had a hard time reaching out to students and getting them online and participate in school. They used their SRO to reach out to those families to get them out and make contact with the families. That has been a great help. There have been families they have had a hard time getting in contact with so just doing those wellness checks to ensure all is okay, and making that contact has been helpful to teachers during COVID.

Lt. Tabernik advised that this group did do wellness checks; checked on kids who needed a little extra assistance; or teachers weren't getting responses or assignments in a timely manner. This group worked with school administration to identify those students in advance that may need a little extra help; this group worked to provide that assistance and check in on the kids. They have had discussions on what this would look like should it go more fully remote in the second semester. They will remain flexible but it is vitally important to stay in contact with their kids.

Officer Evans added that of the 19 classes that she got into in the elementary that seven were remote classes. Officer Cochrun, who was in the middle school last year at Sells, conducted the DAPP program remote at the end of the year so the kids in 7th grade could still get that curriculum.

Chief Páez asked if Officer Evans could explain what the DAPP program entails and the meaning of that acronym.

Officer Evans advised that we used to use the DARE program, which was a wonderful international program, but we were seeing some things going on in Dublin that DARE did not necessarily address or things that they wanted to connect with the kids. In coordination and collaboration with the health teachers they came up with the DAPP class which stands for Dublin Drug Abuse Prevention Program. They work with students in the 10th grade but every 7th grade student in health class gets this curriculum but it is geared more toward the middle school curriculum. They get five days of presentation dealing with the laws that may be currently affecting them, talk about drugs, alcohol, tobacco, vaping, social media, good choices and making good decisions. They touch on how to get out of certain situations and different options should they find themselves in a difficult situation. Additionally, when they talk about the social media portion they talk about sex trafficking, grooming as one of the topics.

Sgt. Rice asked Officer Evans to discuss how she brought in her panel as part of the DAPP program.

Officer Evans advised that during the five days they get with the kids, on the last day they thought to really be able to open ourselves up to see beyond the uniform, they gave the kids the opportunity to ask whatever they wanted to know, whether it be personal or law enforcement related. They brought in the other middle school SROs; the goal was to show them, in a very

relaxed environment; each of them represent a different area of experience. Several come from different agencies. She has been in Dublin as an officer but also a dispatcher and a mom. They see them in a different light; all of them are fathers, they talk about their kids and families. The goal was to try to get the kids to see beyond the uniform. We are people. We are approachable; they could ask anything they wanted to know. They did that this year in particular rather than previous years where they would do scenarios and role playing (i.e., they are at an underage drinking party and what would happen if the police showed up at that party). They got to ask questions about that process as well.

Imran Malik asked a follow-up question, with the growing diversity in the City of Dublin and student population, what are some of the cultural competencies and sensitivities that come into play during interactions with the new shape of the city that is coming about; there are a lot of immigrant students and families where the language barriers might be an issue to communicate with the students and the parents. How does the department training come into play and what can they do as a committee to help further?

Sgt. Rice commented that the Community Education Unit is the most diverse unit in the department. They have two officers that are fluent in other language, two females, an African American and a Hispanic; they are a very diverse unit. In addition to the training they go through as an officer as well as the SRO training that deals with cultural diversity; bottom line it is building relationships. Having that one on one communication with students. Regarding the language barrier they use translators or Language Line to assist. All the training in the world does not help you become empathetic. If you do not talk to someone on a one-on-one basis and try to understand where they are coming from or their point of view. That is something they look for in the selection of the SRO; to ensure there is that basic humanity, being able to communicate with people no matter their background.

Imran Malik commented that makes sense and thanks Sgt. Rice.

Ajmeri Hoque commented in regards to the question on training and cultural competency; she is aware that the trainings are sometimes one day or several hours; in her mind it is difficult to retain everything you have been trained on in that one day and then go and apply it without further contemplating on what you are doing yourself and thinking critically on everything you learned that one day. How does the department facilitate that ongoing conversation beyond that single day training?

Sgt. Rice commented that each school year the population or composition can change, especially with the boundaries and redistricting. You have to be continually willing to grow not only on the job but outside the job, with whom you immerse yourself with outside the job. You have to be open to different experiences. That is something that our school resource officers and the National School Resource Officer conferences try to make training relevant but you are right, one day isn't really going to necessarily make it; you have to look and what you are given each school year and mold yourself to whatever that is. If you are weak somewhere, that is where the relationship with Cpl. Morris and Sgt. Rice comes into play. They can come to them and ask for additional training in particular areas in order to interact with their students. That is an ongoing thing.

Chief Páez appreciates you asking that question. How do we consider what training looks like in the future? The committee has already helped us in considering for us at an organization level what is the training we need to pursue and what do we need to continue. In the beginning as he gave an update on our hope for development of trauma informed care training and building on the foundation we have begun with Syntero and Ms. Ortega. As we talk about how we continue to grow individually, as a program, and as an organization, he is interested in hearing from the committee members what is important to seek and develop. Each year our supervisors are looking for opportunities in the conversations they have with their members during their evaluation to talk about their career development. Career development is not just professional development, it is also about personal development. You have heard from our SROs today in that anecdotal conversation about their activities and their intention, so much is about connection. He is so proud of the members who have been a part of that program, and the members who are part of that program today, in their continual desire to grow themselves and to grow the program and connect as a resource for Dublin City Schools and a support for Dublin City Schools. As school shut down, we got contacted by Dr. Hoadley for some help and assistance. He thanked Ms. Ingram, for pointing out the ways we tried to help support. So many were in chaos. Families are dealing with what does COVID mean for me in my house and my health; what does it mean for me at work; what does it mean for me in childcare; what does that mean for my kids as students and learning. The SROs willingly jumped in, they know these kids, these are our kids, let us help figure out how we connect them to their teachers, to the counselors and to those resources at school that had been interrupted this year. That speaks to the essence of the intention of our program. It is connectivity. It is support. It is care and protection of our student population while in school and while they are out of school as well. So many of those opportunities as an organization and as members of the Community Education Unit, speak to us knowing that we the school district extends well beyond the City of Dublin but their care and interest and investment in connecting to students goes wherever those students reside and their life 365 days a year. It speaks as a testament to the members we have in the organization but also thank you for bringing up as consideration for the group as well, what do we want to see as far as training and development for our members, this program and for our organization.

Yangling Yin thanked Chief Páez for his comments and summary. She appreciates what the officers are doing during COVID, they go wherever they are needed. We know that COVID isn't just impacting students and teachers but impacting all of you as well. What is the department doing to make sure officers mental health is also taken care of or talked about?

Chief Páez thanked Yangling for asking the question. It has been heavy for us and all of our officers not just in this program navigating once in a lifetime experiences. Dealing with this pandemic has been a heavy weight for all of us to bare and for all of the members of the advisory committee. One thing we started talking about last year even before we knew COVID was going to be a challenge was officer wellness and mental health. Wellness for us as an organization in support of those resources in our community. We had very good intentions at the beginning of the year, we worked closely with Syntero and Susan came and did some training for our supervisors last year as part of our staff retreat to talk about mental health, mental health resources and wellness for the members of our organization. We had a plan to hold a town hall forum to talk about mental health and in particular of suicide awareness and suicide prevention. Unfortunately we couldn't hold that because navigating the pandemic it was uncertain how we would hold a large event where we bring people together to talk about issues of mental health in

our community and to talk about suicide awareness and suicide prevention. As we have gotten our feet underneath us, we have reached out to some resources and have done some training. We have done some work that he would love to share that encompasses all of our members at a future meeting. It is not just about our officers, it's all of our staff. We are one family at this organization. One of the intentions for us is, how do we take care of each other; how do we put ourselves in a position to be at a stable place and a healthy place, to be able to go out and handle all the things that in this line of work that nobody on earth should have to respond to or have to deal with but they do so willingly. They do so each and every day knowing that is a weight that they bare. Just considering the weight and gravity of this profession for each of our members. The analogy we have used is each one of those critical events that an officer goes through or a communication technician handles, they pick up a stone as a talisman from that event. Each of us put on an imaginary backpack we put that in and carry that in. Over the course of a year and over a course of a lifetime in this profession we are the only ones that know we are carrying that weight or carrying that burden because nobody can really see it. How do we do a better job of helping each other unpack that backpack? How do we take care of each other as an organization so we can do the best job that we can to take care of our community. We have leaned into some of the resources that we have shared today but are certainly open to those other resources that may be out there that we are not aware of yet. We need to take care of our members so we can take care of our community. Chief Pérez thanked Yangling for asking that question. He can share that work we have done so far but also make an open commitment to the community that if there are things that you can do to help us, we are certainly looking for everything we can because we are all in this together and we have a responsibility fundamentally to take care of each other moving forward.

Yangling Yin commented that is great to hear. Officer Evans mentioned on day five how they share you as a human instead of a uniformed officer. She thinks that is important to realize. You are tough. You are powerful. You save lives. You work on getting the criminals. In the meantime, you are a human being. If you show that vulnerability more, she hopes they are empathetic, you show that to each other, you should show that to the community and the students. Her second question on the different types of disabilities and different spectrums of autism; there are so many different types or where they are she wonders if officers can pick up those social ques or not and for the officers who are interacting with students do you have the training or do you feel you are competent on talking to people with that kind of disability?

Officer Burks responded to the question. Every day he stops in to the Spec Ed or what is called Special Education at Jerome High School. He speaks with them and finds what they do and what they like to do and they joke around. He gets one on one with them and there are some that are not able to speak back, but that is okay. He know they can understand him. They have huge conversations and they sometimes have questions of him from time to time. Going in every day and seeing them. Before the end of school, it is tough for them, so they put together a parade and went by each child's house with the police department and fire department. They were so happy, they are just like any other student, they may have a disability, but they are children all the same. They have questions just like everybody else and want to be recognized and loved like everybody else.

Sgt. Rice there is a particular day in SRO training that deals with students with special needs and IEPs. That is something that as an organization we have had training, be it crisis intervention

training or dealing with people on the spectrum. There are times when SROs want additional training on those situation, there have been a couple of SROs who have sought out training in mental health issues. The Ohio School Resource Officer Association has additional training that some of our officers have attended. Any time there is training available as part of that career development we keep an eye out for that type of training.

Dwayne Maynard advised the group to remain conscientious of time that the time was a little past 7:15 and the meeting was supposed to end at 7:30. He asked some questions to move through the agenda. He asked the Chief, lieutenants, sergeants and SROs on tonight would it be possible to pick up this conversation and move it forward in January. The dialogue is good. There are so many issues that we haven't touched on yet that he thinks the committee would like to touch on. Obviously we are not going to be able to get to them tonight. He asked those SROs participating tonight if they can't be with us in January to ask other SROs to the meeting in January so the committee can continue the conversation.

Chief Páez advised yes and however we need to continue the discussion moving forward whether that's one meeting or part of a meeting we will commit to pulling together the right resources until we feel like we have thoroughly examined the topic of this discussion and feel comfortable moving forward collectively.

Dwayne Maynard thanked the Chief and hoped everyone is of a like mind and willing to come back. He did pose a question to end this part of our meeting; he asked the officers and the administrative staff to consider, but this is really to the SROs. How did the events of last spring and summer impact your views on your job? Behind that what issues have you as an education unit or as SROs sat down and talked about as it relates to law enforcement in Dublin and its minority communities and is there some intentionality to make more of an effort within the schools to build relationships with the minority students? Not asking you to answer now but as the basis for the starting point of the discussion in January when we come back still focused on this issue.

Sgt. Rice answered as a supervisor clearly the events of the spring and early summer shows that we've got a long way to go. Even though we have a great relationship with our citizens, and our school resource officers have been in place, bottom line, if any one person feels marginalized we've got work to do. We are always looking for ways to improve and grow; the SROs are continually looking for ways to connect and grow and build relationships with our minority community, people of color, special needs, whatever the situation.

Dwayne Maynard commented that he understands the "whatever" part, but he is trying to be specific and intentional in the question he posed. One thing he is not sure of is how much discussion the SROs are having or have had amongst themselves on this particular issue. We talk a lot about COVID and its impact on the school year but we came out of a troubled spring and summer last year and there are a lot of issues that are still out there that deserve, in his opinion, some time, and some thought, and some further discussion. He didn't think that was an issue that could be solved tonight but just wanted that to be out there and ask the folks who have participated tonight to give it some thought so we can discuss that more or further in January; fair enough?

Chief Páez advised that is absolutely fair; he thanked him for asking the question and setting the table for our next discussion in January.

Dwayne Maynard thanked Chief Páez. He asked Rebecca to take a look at what is next on the agenda.

Rebecca Myers advised that next on the agenda was Lt. Tabernik, but as she was having technical difficulties asked if she could present the public commentary.

Dwayne Maynard and Lt. Tabernik deferred to Rebecca Myers to present public commentary.

Rebecca Myers presented the public commentary and advised she received one comment from Kathy Harter introducing herself and her group.

From: Chief's Advisory Committee <no-reply@wufoo.com>

Reply-To: "no-reply@wufoo.com" <no-reply@wufoo.com>

Date: Thursday, December 17, 2020 at 5:23 PM

To: Sue Burness <sburness@dublin.oh.us>, Rebecca Myers <rrmyers@dublin.oh.us>

Subject: Contact the Chief's Advisory Committee [#3]

Name *

Kathy Harter

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Phone Number *

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Subject *

Diversity and Inclusion meeting on Dec. 21st

Comments *

Hello, I was inquiring if it would be ok for myself as well as the President of P.E.R.C. Parents Encouraging Responsible Choices to come to your meeting on December 21st. We are a group from Dublin City Schools that is an extension of the PTO's.

Thank You
Kathy

Rebecca Myers reached out to her and gave her the information advising that she can attend any of our meetings online. She also advised that she can assist in facilitating any information she has to share with committee members.

One other comment was received from Peggy Kilty during livestream:

Peggy Kilty: Good Evening. First, thank you to all committee members, to Chief Páez and police officers in attendance to your service to the community. I appreciate the overview of the SRO program in our schools.

Earlier in the year, I had the opportunity to voice my concerns regarding my children's perspective of the role of police in our community.

Could you please let me know if SROs are reaching out to students who have developed negative views of the police?

Have there been any discussions or programs in our schools (K-12) to specifically address this summer of social justice or plans to do so in the future?

Rebecca Myers will send those comments to the committee.

Dwayne Maynard thanked her for what she is doing for the department on behalf of the committee. Those thoughts of the community are on the minds of the committee. They will continue to try to get answers and potential fixes.

Lt. Tabernik commented that at the last meeting we had discussion about SROs (School Resource Officers) and CLOs (Community Liaison Officers) and Chief and Judge Maynard had some conversation so we could better understand how to present to this group and answer the questions you have. We felt it was prudent to split those two so the SROs and the CLOs into different committee meetings. Our SROs you have learned a lot about today. Our CLOs, this is an ancillary assignment so this is an extra assignment on top of their regular duties. We currently have three community liaison officers: Officer Amber McCloskey whose primary assignment is a patrol officer; Officer Quintanilla is an SRO at Davis MS; the CLO goes back a few years for us; we re-evaluated the program earlier this year to see if we could expand it so we are reaching a lot of the different demographics in our City. We wanted to ensure that we encompass as much of our diverse population that we could. Our CLOs in collaboration with Cpl. Morris and Sgt. Rice, they have worked at the food pantry on a couple of occasions. Lt. Tabernik was able to observe and that is a fantastic community education opportunity for our community liaison officers to be a part of; that is what we do as police officers, we help people and what better way to help people than partnering with the food pantry in a time of need and a time of extra need during COVID. We would like to review that program in a future meeting so we can focus on the CLOs and

separate that from the SROs. He asked Judge Maynard to let him know if something does not make sense.

Dwayne Maynard replied that he understands completely. As mentioned he did have an opportunity to speak with the Chief. He also shared this with Ajmeri so they are aware and he thinks they are all in agreement that is a better way to approach it especially since they want to devote more time for discussion about our SROs. He thanked Lt. Tabernik for the information.

Dwayne Maynard moved to the next topic of the agenda which is recommendations for future CAC conversations. He advised that they have enough on our plate right now and outlined the fact that there are some policy changes that the Chief specifically would like to bring back to the committee for discussion and/or review. As part of the minutes for this meeting, we will say that that an issue or topic point that we would like to come back to if we have time at our January meeting. Chief if you could have everything prepared in the event we get through our SRO discussion so we can at least begin that discussion on policy; the policy changes and updates that were discussed in this meeting. He asked the group if anybody had any different opinion.

Imran Malik asked if the training that the SROs go through if they could possibly sit through part of it; the next schedule that is coming up or is that restricted to the SROs and staff only?

Dwayne Maynard asked if he meant to attend the training themselves?

Imran Malik advised maybe part of the meeting or training especially where they are talking about diversity and inclusion topics.

Chief Páez asked if he was referring to the training the SROs deliver or the training they receive.

Imran Malik advised the training they receive.

Chief Páez asked if he was referring to the documentation that they sent out which refers to the overview of the SRO basic training.

Imran Malik advised yes he meant the in person part of the classroom training.

Chief Páez explained that there is training where we would bring someone in to do for SROs or there is training that the SROs attend as a basic training that they receive before they are certified as a school resource officer. What we could do is if there are portions of that training that you would like to have further discussion on one of the things that the lieutenant and he discussed is that they are well connected to OSROA (Ohio School Resource Officer Association) training program; we have good connection to members on that board or executives for that program, we could bring or try to coordinate with someone to come and have that conversation in particular if diversity, equity and inclusion was a topic that you wanted to hear what the training looks like that the SRO receives at a basic level, we can reach out to that resource to see if we can coordinate with somebody to have that conversation with the advisory committee. He would be happy to help coordinate and facilitate that as a future discussion as well.

Imran Malik thanked the Chief.

Susan Ortega advised she would be interested to giving the SRO team the opportunity to think on, to let the committee know what they need; if there are things they would like to do in the schools but there is whatever barrier, just so they can have that discussion and go back to the district and have that conversation or something the committee could help make that happen.

Dwayne Maynard agrees that is a great point. Next on the agenda is discussing the January meeting date. He deferred to Ajmeri Hoque.

Ajmeri Hoque advised that she sent an email out to the 10 committee members asking for their availability in the second or third week to assist Rebecca in scheduling. Hoping we can look and February and March as well assist in facilitating that and make it easier for everyone.

Dwayne Maynard advised she did get some feedback but not from everyone. He asked all to please look back over that email and the responses we did get. Last time there were three dates proposed. Ms. Metcalf will send out potential dates. Would like to have the next date determined before the end of the year. Probably looking at the third week of the January.

Chief Páez advised if that is what you would suggest for coordinate schedules, we can look forward as well and try to plan the first few meetings to try to project that out so you all can get that on your calendars. We can send the information out and get feedback and coordinate that on our end taking into consideration the community task force, city council and the school board meetings. Knowing that the likelihood of us all being at the same meeting, we've done a fantastic job in getting as many as we could. We can project further ahead if you would like.

Dwayne Maynard responded yes, Ajmeri had suggested January, February and March. If we can project out that far that would be great. He is just concentrating now on making sure we get the January date set. He asked the group to try to keep the third week of January open in the evenings from 5:30 to 7:30. Any other comments on future meeting schedules? No comments from the group. Next he asked if there was anything else to add for the good of the order and polled the community partners, will give Chief the opportunity to wrap up for the department, and wishes all happy holidays.

Ajmeri Hoque had nothing else to add.

Imran Malik had nothing to add.

Cameron Justice had nothing to add; wished happy holidays to everyone.

Yangling Yin appreciates the open transparent conversation and wished happy holidays to everyone and she will see you next year.

Susan Ortega had nothing to add.

Isao Shoji wanted to echo the point that Susan made earlier about the group wanting to hear from school resource officers on what they would like to do and also encourage them to share what they currently struggle with in regards to relationships with minorities. They want to hear

about it and work with you to improve whatever the situation may be on the ground. He would appreciate all being open to that idea and would like to hear about what you go through every day.

Dwayne Maynard commented they all agree 100%.

Cortney Ingram had nothing to add; happy holidays and thanks to all for engaging in this conversation. It's important work. It's necessary at this time. She appreciates the SROs for joining and having this conversation.

Dwayne Maynard deferred to Chief to make comments to close out the meeting.

Chief thanked the SROs that joined the meeting and thank the members of the committee for bringing this discussion to the table and continuing the discussion as we move into the next year. When we started 2020 we didn't know all the things we would all go through individually and collectively and certainly that this group would be together as we close 2020. He couldn't be more grateful that we are and that we have this resource for us as a community to continue to navigate a path forward in very important and critical discussion. One suggestion regarding the policy, that can continue to be a floating topic for as long as we need too; as we enact that policy we don't want to hold it as it is very critical for us to have in place should we need to call it to action, in particular the officer involved critical incident, it is one we hope to never have too but would hate with the work that is being done to get it moving forward and have it in place should we need too. We can send that to the members as part of an update in between now and next meeting and as you have an opportunity to review it; if we get to it as part of the discussions in the next few meetings that is great. If not we are always open to feedback from members of the committee as you want to provide that to us for consideration for those discussions about those policies moving forward. He wanted to suggest that and advise that we could send that out and keep it as a floating item as long as we need to. Any questions in the intermediate, don't hesitate to reach out. Happy holidays to all, stay well, stay healthy and stay safe.

Dwayne Maynard thanked the Chief. He thanked everybody that was on the call today, not only the SROs but the lieutenants, Sgt. Rice, all the community partners. He thinks it is great work they are trying to do on the part of the community and hopes the community appreciates it. Thanked the Chief for being open and accessible and willing to lean in with the committee. Wishes all peace and joy in these crazy times. Looks forward to hope in 2021. With that entertained the motion to adjourn.

Ajmeri Hoque moved to adjourn.

Isao Shoji seconded the motion.

Meeting adjourned 7:47 PM

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